



## FY10 DENCOM NSPS PAY POOLS

<b>CONUS and Pacific Pay Pool # MC3W3U5AA1</b>
<b>Performance Review Authority</b>
<ul style="list-style-type: none"> <li>DENCOM CoS</li> </ul>
<b>Manager</b>
<ul style="list-style-type: none"> <li>CDR, SRDC</li> </ul>
<b>Members</b>
<ul style="list-style-type: none"> <li>CDR, WRDC</li> <li>CDR, PRDC</li> <li>CDR, NRDC</li> <li>CDR, ADL</li> </ul>
<b>Key Dates</b>
Final Pay Pool: 27-28 OCT 2010

<b>Europe Pay Pool # MC3W3ZWAAA</b>
<b>Performance Review Authority</b>
<ul style="list-style-type: none"> <li>DENCOM CoS</li> </ul>
<b>Manager</b>
<ul style="list-style-type: none"> <li>CDR, ERDC</li> </ul>
<b>Members</b>
<ul style="list-style-type: none"> <li>CDR, Heidelberg DENTAC</li> <li>CDR, Landstuhl DENTAC</li> <li>CDR, Bavaria DENTAC</li> </ul>
<b>Key Dates</b>
Final Pay Pool: 16-18 NOV 2010

<b>Performance Appraisal Application Deadlines</b>	
<b>Task</b>	<b>Suspense</b>
Interim Assessments Complete	20 JUN 2010
Last Date to Make Plan Changes	2 JUL 2010
Final Ratings Complete	15 OCT 2010
Establish New Performance Plans	31 OCT 2010

### Business Rules

1. Initial pay pool panel meetings will be face-to-face.
2. All pay pool members will attend and actively participate in the sessions.
3. Alternate pay pool members or observers must be approved by pay pool manager/administrator.
4. All pay pool members, administrators and observers will sign a confidentiality agreement.
5. Panel members will base rating on written records and panel member feedback.
6. Rating officials will have an opportunity to discuss changes with the pay pool manager prior to an action being finalized.
7. The contribution statements of all employees within the pay pool will be reviewed.
8. Aggregate pay pool data will be made available to employees.